The meeting was called to order by President Paul Rinaldi, and the following individuals were in attendance:

Paul Rinaldi, President  
Patricia Gilbert, Executive Vice President  
Clint Lancaster, Alaska Regional Vice President  
Kevin Peterson, Central Regional Vice President  
Dean Iacopelli, Eastern Regional Vice President  
Bryan Zilonis, Great Lakes Regional Vice President  
Mike Robicheau, New England Regional Vice President  
Doug Pincock, Northwest Mountain Regional Vice President  
Jim Marinitti, Southern Regional Vice President  
Andrew LeBovidge, Southwest Regional Vice President  
Hamid Ghaffari, Western Pacific Regional Vice President  
Mike MacDonald, Region X Vice President

Old Business

**Facility Staffing:** The CRWG continues its work on reviewing and refining the models used to establish facility staffing. Once completed, the output of those models will supersede the interim facility staffing targets distributed previously. The majority of a national ERR process has been agreed upon in principle, but establishing a national Release Policy remains unresolved. Outstanding differences surround the application of the release policy as it pertains to temporary FLM and staff positions within a facility. One additional meeting to resolve these differences has been set for the end of September. (Gilbert/Iacopelli – OPEN)

**Traffic Mix Formula and Validation Team Issues:** The CountOps program had been unilaterally altered by the Agency, and the NVT is working on determining any ramifications of those actions. A subgroup from the NVT will be assessing approximately 30 facilities using both earlier and revised versions of the software to determine what changes have occurred and any effects of such revisions, to then determine a future course of action. Additionally, a subgroup led by Scot Morrison has been meeting to review the complexity at LAX and should have an answer by the end of October. (Robicheau – OPEN)

**LAX TBIT:** Opportunities exist to establish an improved relationship with the new airport director. Mel Davis, NATCA’s NextGen representative, will be engaged in future dialogue. (Ghaffari – OPEN)

**ERAM/ERAM CHI/System Enhancements:** The Parties are working to stand up the workgroup under the provisions of the recently signed national MOU. (Pincock – OPEN)

**ZMA/ZHU Update:** Still waiting on a decision from the arbitrator. (Robicheau – OPEN)

NEXT MEETING SCHEDULED - November 2-6, 2015 in Washington, DC
National Employee Services Team (NEST) Issues: The parties have shared some of their respective concerns with the existing processes and begun informal dialogue. More formalized sessions are to be held in the next month to possibly update the EMP 1.14a. (LeBovidge – OPEN)

Continued Problems with AWP RFS: NWP has completed an itemization of outstanding issues and, due to concerns about retaliation, is in the process of de-identifying the data before presenting it for national discussion (Ghaffari – OPEN)

SSRI Program: Representatives from Aviation Medicine have indicated that the steps necessary to secure physicians to conduct a review of participants in an SSRI program are being finalized. All administrative mechanisms are falling into place to make this program a reality for controllers, pending final negotiations. (Peterson/ LeBovidge – OPEN)

Alternate Funding Stream: Briefing was provided on the status of two possible vehicles for legislation being developed in the House. NATCA continues to work with lawmakers to ensure our concerns regarding any FAA reform are addressed. (Rinaldi – OPEN)

FLRA AFN Petition: On Sept. 24, the Federal Labor Relations Authority (FLRA) announced that NATCA won the most votes in both parts of the election to determine which union will represent the 1,300 employees of the new AFN (FAA Office of Finance and Management) bargaining unit.

However, the election process is not over. Because NATCA did not yet win 50 percent-plus-one of the total ballots cast (NATCA won 45 percent in the votes counted), a runoff may be needed depending on the status of 40 challenged ballots which the FLRA will determine in an upcoming, but as yet unscheduled, hearing.

A synopsis of the status of both elections:

- NATCA is delighted to announce that the Union is ready to welcome the 62 brothers and sisters the FLRA has classified as the “professional” AFN bargaining unit into our Union family. With 70 percent of the votes in favor of NATCA, those employees have placed their collective faith in NATCA.
- For the AFN bargaining unit classified by the FLRA as “non-professional” (a purely labor relations designation and not indicative of their great work or career contributions), NATCA won 295 votes. The American Federation of State, County, and Municipal Employees (AFSCME) received 161 votes, while the Professional Aviation Safety Specialists (PASS) received 124 votes. There were 41 “no union” votes as well as 40 unresolved returned, challenged ballots.
If NATCA wins 37 of the 40 challenged ballots, as determined by the FLRA, it will win the election and no runoff is needed. If PASS wins 38 more challenged ballots than AFSCME, it will surpass AFSCME’s total and be in the runoff with NATCA. Otherwise, NATCA will face AFSCME in a runoff election. There are no dates set for either the hearing for the challenged ballots or a possible runoff election.

By way of background, this representation issue arose when the FAA realigned employees from across the FAA Staff Office and lines of business into the AFN organization, including those from the Information & Technology (AIT), Advisory and Rulemaking (ARC), Services/Chief Financial Officer (ABA), and Acquisitions & Business Services (ACQ) units. The reorganization affected several existing NATCA bargaining units, along with units represented by six other unions. The FLRA then held a hearing in Aug. 2014 to determine the appropriate bargaining unit. In March 2015, the FLRA issued a decision ruling that a single AFN unit is appropriate, and ordered an AFN-wide election to determine which union would represent all bargaining unit eligible AFN employees. (Rinaldi – OPEN)

Committee Review: Tracking sheet will be sent to committee chairs to ensure necessary items to track are being incorporated in the tracker. (Gilbert/Peterson – OPEN)

Organizing AOV Employees: Initial steps for organizing AOV have been taken, and FAA has voiced several arguments against this effort. The FLRA will be providing oversight in this endeavor, and will be adjudicating any disputes. Ideally an election for representation can occur within 90 days. (Gilbert – OPEN)

NATCA Websites: Work is continuing, with an expectation of having the website available online by the last quarter of 2015. Focus groups are engaged to provide commentary on content and functionality. (Robicheau – OPEN)

Service Center Organizing: The organizing committee will be working this issue, but it is currently on hold as the AFN elections proceed. (MacDonald – OPEN)

Facility Rep On-Boarding Initiative: Each region has designated a lead from their regional on-boarding team who will serve on the National On-Boarding Steering Committee. Training curricula are being reviewed for possible incorporation into an abbreviated representative training module to assist new reps until they can attend Basic Representative Training. (Gilbert – OPEN)

CBA Appendix B: There have been a limited numbers of grievances entered into the system. The Agency has acknowledged that there may be misapplications of pay progression, and grievances will be held in abeyance while the parties attempt to collaboratively review and correct the issues. (Iacopelli – OPEN)

HWD Tower Security Issue: The existing issues have been presented both regionally and nationally and will be addressed at those levels. (Gilbert – CLOSED)
NATCA National Executive Board Meeting  
September 22-24  
San Diego, CA

Business Acumen Tool Suite (BATS) Update: Nothing significant, outside the normal disputes arising from staffing concerns, being reported from the 30 facilities at which the Agency mandated the use of BATS. Will continue to monitor as negotiations are still in progress. (Iacopelli – OPEN)

AOS Local Constitutions: Bryan Zilonis, Mike Robicheau, Mike MacDonald and Andrew LeBovidge met to discuss issues surrounding AOS structure and representation. The structure for AOS fits within the parameters established under SRH-14 of the National Constitution. (Zilonis – CLOSED)

Tech Ops Preventative Maintenance: NATCA is gathering information on equipment failures that would otherwise remain in service if not for the agency’s fix-on-fail policy. Jim VanZee from Grand Rapids is putting together a presentation on how this data can be collected. (Zilonis – OPEN)

Puerto Rico: Concerns about the economic and working conditions in Puerto Rico have been briefed at all levels of the Agency, and dialogue continues surrounding those issues which can be influenced. (Marinitti - CLOSED)

Security Czar: Search continues to find a replacement for Joe Yannone. (MacDonald - OPEN)

Heroes: A proposed TV Series to be developed and produced by Heintz Media Productions in association with the National Air Traffic Controllers Association. Meetings to discuss production are upcoming, and NATCA’s Communications department is involved with this effort as it moves forward. (Gilbert – OPEN)

Professionalism Campaign: Issues have been discussed at the CSC level, and NATCA is seeking to use a more measured approach to addressing the concerns, while Agency representatives keep pushing for more reactionary methods. NATCA’s Professional Standards representatives are researching possible solutions. (Gilbert – OPEN)

Cuba Travel: NATCA has begun dialogue with several Agency lines of business, as well as with the Administrator and Deputy Administrator, to stay ahead of any dramatic changes that could occur in the event that travel restrictions to Cuba are lifted. (Marinitti – OPEN)

Seniority: A one-button email push went out to all members with a list of all towers that have been organized in the past five years. If members submit a request for seniority adjustments based upon prior NATCA FCT time, facility representatives will be notified of any such changes. (Robicheau – CLOSED)
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Penn State On-line Education: Upcoming meetings will discuss options for reduced tuition, streamlined admissions processes, and credit for NATCA Academy classes. (Ghaffari – OPEN)

Labor Relations Negotiations/Strategy (LNS) Team: The Labor Relations Negotiations/Strategy Team has been meeting to review content that could be topics to be included in term bargaining. (Rinaldi – OPEN)

New Business:

Tuition Reimbursement: Jennifer Lindsey’s request for tuition reimbursement was approved in accordance with SRF-14. (Ghaffari – CLOSED)

Tuition Reimbursement: Hamid Ghaffari’s request for tuition reimbursement was approved in accordance with SRF-14. (Rinaldi – CLOSED)

Internet Reimbursement: The National Executive Board has authorized the payment of untimely vouchers for GSP, ACY and GRR’s Internet reimbursement. (Gilbert – CLOSED)

Internal Grievance X-15-01: Grievant Michael Martin and Brett Barker v. Charged Party Jesse DeCastro. The NEB voted to dismiss this internal grievance. (Rinaldi – CLOSED)

ASI Checklist Revision: Accident/incident checklist as prepared by various NATCA committees was reviewed and adopted after small editorial changes. It will be distributed to facility representatives. (Zilonis – CLOSED)

Convention and Committees: Discussion on the expenses associated with bringing the national standing committees to Convention, the roles and responsibilities associated with those who travel, and the budgetary accounting of the expenses. The NEB decided that standing committees, with the exception of the Constitution Committee (meeting and working the entirety of their stay on behalf of the convention), that wish to meet prior to the convention should cover that meeting with their budget (hotel and meals). If they stay for the convention to staff the PAC table (Legislative) or serve as Sargent at Arms (Organizing, Safety and Finance) then those expenses will be covered by the convention budget. Airfare is covered by the convention budget if they have convention duties as outlined above. (Gilbert – CLOSED)

Joint National Leadership Meetings: New members of the National Executive Board were provided a history of the joint leadership meetings. Topics for discussion are being solicited from the RVPs and the Directors of Operations. (Iacopelli – CLOSED)

NATCA Logo for Tennessee Locals: Tennessee locals have submitted a logo design,
similar to the recognizable Jack Daniels label, for approval. Notwithstanding any copyright issues, the discussion ensued on the desire to ensure NATCA’s logo, our brand, be associated with professionalism and aviation safety, not diminished by references to alcohol or similar tangential subjects. (Marinetti – CLOSED)

**Houston NEB Meeting:** The union hotel is booked during the previously established dates (Feb 25-26). Meeting moved to March 2-3, 2016 so as to use services of the union hotel. (Gilbert – CLOSED)

**Wells Fargo Resolution:** The National Executive Board unanimously approved the adoption of an affidavit as authored by General Counsel Rita Graf for the purposes of obtaining access to a safety deposit box rented by a previous NATCA Comptroller. (Gilbert – CLOSED)

**NATCA Academy Classes:** Discussion on number of classes to be scheduled for 2016 in advance of official budgetary submission. (Ghaffari – CLOSED)

**NCF Director:** The National Executive Board nominates one person to serve on the NATCA Charitable Foundation’s Board of Directors. Based on a recent solicitation of interest, it was moved by Gilbert, and seconded by Rinaldi, to submit Phil Carpino as the NEB’s nominee for that position. The motion passed unanimously. (Gilbert – CLOSED)

**Training Review Board Class:** The TRB class curriculum is being redesigned and may require a longer class duration than previously considered for budgetary purposes. The concern was raised that this curriculum, and those of other classes, needs to be reviewed and revised to ensure consistency of message and be in line with current themes at the national level. A team will convene to review the TRB class curriculum prior to any official budget submission in November. (LeBovidge – OPEN)

**OWCP Committee:** Kevin Bianchi will be stepping down as chair of the national OWCP Committee. It was moved by Robicheau and seconded by Rinaldi, to name Jason Grider, ZFW, as new Chair. Motion passed unanimously. (Robicheau – CLOSED)

**COG subgroup:** The COG would like to establish a subgroup to assess how to better integrate collaboration into our existing and future training processes. It was moved by Iacopelli, and seconded by LeBovidge, to name Phil Hughes, Steve Wallace and Jamaal Haltom to this subgroup. Motion passed unanimously. (Iacopelli – CLOSED)

**Right from the Start:** With the increased demand for services from the Organizational Effectiveness office and the transition of previously designated NATCA “Right from the Start” participants into new roles, a list of suggested replacements will be developed. (Gilbert – OPEN)
Briefings

Benefits Committee briefing: John Bratcher, Chairman of the Benefits Committee provided a briefing on the processes and logistics for scheduling retirement seminars. RVPs need to be aware of the seminars scheduled and levels of participation in order to effectively manage costs associated with providing these services. Information was also shared on the upcoming retirement webinars that will be offered in addition to in-person seminars. It is possible that there will be vacancies on the Benefits Committee in the near future. A solicitation will be developed and pushed out to the membership.

AFN bargaining unit:  Ken Slauson, the AFN national rep, provided a briefing on the lines of business contained within the AFN bargaining unit, and the issues of importance to those members.

Convention Committee: The San Diego Convention Committee provided an in-depth briefing on their plans for the 2016 Convention with a “Salute to Service” (military, union, community) theme. Budgetary items were presented to the National Executive Board for consideration and comment prior to an official budgetary request. The NEB accepted the proposal as submitted, but offered suggestions for a minor adjustment for beverage packages to be offered at the opening and solidarity events. After further consideration, the National Executive Board recommended that the Committee seek to provide the option of additional bus transportation for members returning from the closing.

Professional Standards: Jeff Richards provided the Executive Board with a high level overview of the Professional Standards initiative to ensure new board members have a clear understanding of the program. Challenges to successful use of the program that have been identified include a lack of encouragement by the Terminal District Managers to use the program, Agency Executive Technical Representatives and Labor Relations specialists not understanding how the program functions, and lack of commitment at the Air Traffic Manager level to use the program. Nationally, we are seeking to ensure there are Professional Standard representatives designated at all facilities and that turnover in such positions is known and addressed.

Leadership training: The National Executive Board worked with an outside facilitator, Scott Airitam, to hone skills necessary to work effectively as a team.

Patricia Gilbert
Executive Vice President